

Republic of the Philippines
Department of Education
Region VII, Central Visayas
DIVISION OF CEBU PROVINCE
IPHO Building, Sudlon, Lahug, Cebu City



October 16, 2014

Division Memorandum
No. 532, s. 2014

**RECONSTITUTING THE NATIONAL PERFORMANCE MANAGEMENT
TEAM (PMT) AND TECHNICAL WORKING GROUP (TWG) OF
THE DEPARTMENT OF EDUCATION (DepEd)**

To: Assistant Superintendents
Education Supervisors/Coordinators
District Supervisors/OICs
Elementary and Secondary School Heads

1. Attached herewith is Regional Memorandum No. 106, dated October 7, 2014, entitled, **“Reconstituting the National Performance Management Team (PMT) and Technical Working Group (TWG) of the Department of Education (DepEd).”**
2. Immediate dissemination of and strict compliance with this Memorandum is directed.


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Republic of the Philippines
Department of Education

07 OCT 2014

DepEd MEMORANDUM
No. **106**, s. 2014

**RECONSTITUTING THE NATIONAL PERFORMANCE MANAGEMENT TEAM (PMT)
AND TECHNICAL WORKING GROUP (TWG) OF THE DEPARTMENT
OF EDUCATION (DepEd)**

To : Undersecretaries
Assistant Secretaries
Bureau Directors
Directors of Services, Centers and Heads of Units
Regional Directors
Schools Division Superintendents
Heads, Public Elementary and Secondary Schools
All Others Concerned

1. In line with the institutionalization of a unified and integrated performance management and appraisal system, and its linkage to the personnel incentives and rewards, the Department of Education (DepEd) reconstitutes the composition of the **National Performance Management Team (PMT)** and the **PMT-Technical Working Group (TWG)** to incorporate the Task Force on the Performance-Based Bonus (PBB). The PMT was created through DepEd Memorandum No. 33, s. 2014 to establish and implement the Results-Based Performance Management System (RPMS) in DepEd; while the Task Force on PBB was created through DepEd Memorandum No. 200, s. 2013 to review and revise the guidelines on the granting of PBB.

2. The reconstituted National PMT shall be composed of the following:

Advisers	Rizalino D. Rivera Undersecretary for Regional Operations
:	Francisco M. Varela Undersecretary for Finance and Administration
Chair	Jesus L.R. Mateo Assistant Secretary for Planning and Development
Members	Ma. Lourdes D. Pantoja Director, National Educators Academy of the Philippines (NEAP)
	Aida N. Carpentero Director, Procurement Service (PS)
	Armand Patrick R. Salamat Director, Communications Unit Office of the Secretary
	Marilyn D. Dimaano Director, Bureau of Elementary Education (BEE)
	Jocelyn DR. Andaya OIC-Director, Bureau of Secondary Education (BSE)
	Edel B. Carag OIC-Director, Bureau of Alternative Learning System (BALS)

Luz S. Almeda

Director, National Capital Region (NCR)
President, Association of DepEd Directors (ADD)

Romeo M. Alip

President, Philippine Association of Schools
Superintendents (PASS)

Romeo L. Fernandez

President, Philippine Elementary School Principals
Association (PESPA)

Warlito D. Rosareal

President, National Association of Secondary
Schools of the Philippines (NAPSSPHIL)

Arnulfo H. Empleo

President, National Association of Public Secondary School
Heads, Inc. (NAPSSHI)

Domingo B. Alidon

President, DepEd National Employees Union (NEU)

Benjo G. Basas

Chairperson, Teachers' Dignity Coalition (TDC)

Vladimer A. Guetua

Deputy Secretary General, Alliance of Concerned
Teachers (ACT)

Sonia R. De Leon

Chief, Employees Welfare and Benefits Division (EWBD)
Concurrent OIC-Chief, Personnel Division
Human Resource Development Service (HRDS)

Roger B. Masapol

Chief, Planning and Programming Division (PPD)
Office of Planning Service (OPS)

Ma. Rhunna L. Catalan

Chief, Accounting Division
Financial Management Service (FMS)

Selwyn C. Briones

OIC-Chief, Budget Division
Financial Management Service (FMS)

Marieta C. Atienza

OIC-Chief, Research and Statistics Division (RSD)
Office of the Planning Service (OPS)

3. The National PMT shall be responsible for:
- a. Formulating and adopting policy guidelines on the RPMS and PBB, which shall cascade the rules, procedures, strategies and timeline of implementation in DepEd;
 - b. Facilitating the performance target setting of DepEd offices and schools;
 - c. Ensuring that the performance targets, indicators and budget of all DepEd offices and schools are aligned with the Agency's Major Final Outputs (MFOs) and Performance Targets (PTs) as specified in the Organizational Performance Indicator Framework (OPIF);
 - d. Recommending the approval of the performance commitment and rating of all DepEd offices and schools to the Head of the Agency;

- e. Identifying the potential top performers and providing inputs to the Program on Awards and Incentive for Service Excellence (PRAISE) Committee for grant of awards and incentives;
- f. Acting as a link between DepEd and the Inter-Agency Task Force (IATF) on RPMS and PBB matters specified under Administrative Order No. 25, s. 2011;
- g. Disseminating information on various performance-related issues and concerns to all DepEd offices and schools; and
- h. Conducting a series of meetings and deliberations, and delegation of authority to representatives in case of absence of its members.


4. A PMT-TWG is further reconstituted to act as Secretariat to the National PMT and provide technical assistance in the implementation of RPMS and PBB until such time when the Bureau of Human Resource and Organizational Development (BHROD) assumes its function. The PMT-TWG shall be composed of the following:

Head	: Ma. Lourdes D. Pantoja	
Members	: Albert Jerome C. Andres	Joel O. Mendoza
	Blanquita Dolores D. Bautista	Kathleen Rose G. Kho
	Cecille A. Anyayahan	Ligaya G. Ilagan
	Charles Cedrick C. Maghirang	Marcos S. Rodil
	Cynthia M. Sabando	Reynier B. Cruz
	Dave R. Velasco	Ruby Chanda J. Jetomo
	Domingo M. Nievarez Jr.	Tesa Gaila M. Ricafort
	Earl Ryan A. Losito	
	Jenelyn M. Wagan	

5. The Chair shall convene meetings and deliberations of the National PMT and provide regular feedback to the Head of the Agency.

6. All expenses incurred by the PMT and PMT-TWG shall be charged to Human Resource Training and Development (HRTD) Funds subject to the usual accounting and auditing rules and procedures.

7. Immediate dissemination of this Memorandum is desired.


BR. ARMIN A. LUISTRO FSC
 Secretary

References: DepEd Order: (No. 33, s. 2014)
 DepEd Memorandum: (No. 200, s. 2013)

To be indicated in the Perpetual Index
 under the following subjects:

BENEFITS	PERFORMANCE
CHANGE	POLICY
EMPLOYEES	RATINGS
OFFICIALS	TEACHERS